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ABSTRACT

This report presents the results of the Association of Research Libraries (ARL) 1982 survey of librarians' salaries in 17 tables. A brief introduction summarizing the most significant statistical findings from the survey notes that the fiscal 1983 median salary for ARL university librarians was $23,500, an increase of 8.2% from the previous year. Explanatory notes are also provided. Data are presented in four major categories, including: (1) salary levels for personnel in ARL libraries; (2) median and beginning professional salaries in ARL non-university libraries; (3) average, median, and beginning professional salaries in ARL university libraries; and (4) distribution of personnel and average salaries for positions in ARL university libraries. A set of explanatory notes also accompanies the statistical tables, some of which provide the fiscal year 1982 and 1983 data for the sake of comparison. (ESR)

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ARL

Annual Salary Survey 1982

Compiled by
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for the
Association of
Research Libraries

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INTRODUCTION

The 1982 ARL Annual Salary Survey follows the general format of previous years. Canadian salaries have been expressed in U.S. dollars using the conversion rate of 1.2143 Canadian dollars per U.S. dollar;* Canadian library figures for fiscal 1982 median and beginning professional salaries have been recalculated using the 1982 conversion ratio. Also, some salary figures reflect revised data reported by libraries for fiscal 1982. The rank order tables for fiscal 1982 median and beginning professional salaries were revised using the recalculated figures for Canadian libraries and updated reports. All ARL university libraries except the University of Chicago are represented in the survey tables, although in some tables Chicago data are included when the appropriate calculations could be supplied by that library.

The fiscal 1983 median salary for ARL university librarians is $23,500, an increase of 8.2% from the previous year. Measured against the Consumer Price Index (CPI) increase of 6.5% during the period between July 1981 and July 1982, librarians earning the median salary during the past year gained a modest 1.7% increase in purchasing power. This year marks the first time in five years that the median salary index grew at a faster rate than the CPI. The median salary for fiscal 1983, however, possesses only 90% of the purchasing power of the median salary for fiscal 1974. The beginning professional salary index reveals a continued erosion of purchasing power by librarians at the entry level of the profession. Compared to entry level professional salaries in fiscal 1974, today's beginning salaries have 22.5% less purchasing power. In fiscal 1983, only one university library pays a beginning professional salary with equivalent or greater purchasing power than the median beginning professional salary of a decade earlier.

One of the data elements collected in the survey is the number of years of professional experience possessed by each ARL university librarian. The following table displays the distribution of years of experience in five year intervals:

Years of Experience	No. of Univ. Librarians	% of Univ. Librarians
0 - 4	1,114	16
5 - 9	1,614	23
10 - 14	1,659	24
15 - 19	1,172	17
20 - 24	593	9
25 - 29	349	5
30 - 34	264	4
35 and over	133	2

* This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1981 through June 1982.

Minority professionals occupy 649, or 10.4%, of 6,251 filled positions in U.S. ARL university libraries, a slight increase over the previous year. These minority librarians are distributed among the four minority groups as follows:

Minority Group	Number	% of Minority Total	% of Univ. Total
Black	203	31.3	3.3
Hispanic	90	13.9	1.4
Asian/Pac. Isl.	347	53.5	5.6
Amer. Ind./Native Alaskan	9	1.4	.1

64.9% of minority librarians in ARL universities are women, which is comparable to the proportion of women in the overall ARL university population. Eighteen U.S. university libraries include ten or more minority librarians on their staff, while three report no minority professional staff. One library accounts for 12% of the minority professionals, including 31% of all Black professionals. Black and Hispanic professionals are most frequently reported in the South Atlantic region, and Asian/Pacific Islander and American Indian/Native Alaskan professionals are most frequently employed in the Pacific region.

Regional comparisons show that average salaries are highest in the Pacific region; followed, in descending order, by the Middle Atlantic, New England, Mountain, West North Central, South Atlantic, West South Atlantic, East North Central, and East South Atlantic regions. Canadian university library salaries, if included, rank immediately after the Pacific region and before the Middle Atlantic. Salary averages continue to be positively correlated with size of library staff: the larger ARL libraries pay higher average salaries than the smaller ARL libraries.

There has been a marked change in the pattern of highest average salary when comparing U.S. public and private university libraries. For the past five years, the period during which this comparison has been calculated and published, private university libraries typically paid higher average salaries in three position categories only: head librarian, heads of Medical and Law libraries, and (in all but one year) branch library heads. This year, the private university libraries paid higher average salaries in ten of the 19 position categories. In seven of these ten cases, the private university libraries paid average salaries that were more than $1,000 greater than the average paid in the publicly supported libraries.

This year the salary ranges displayed in Table 1 (p. 11) have been adjusted upward to accommodate the general escalation of salaries. The lowest range now includes all salaries less than $14,000, while the upper three ranges were expanded to present a better picture of salaries at the upper end of the scale. The number of individuals reported this year whose salaries exceed $50,000 has increased almost 40% since last year. The highest range in this year's Survey is for salaries in excess of $60,000. Twenty-eight individuals occupy this range and the salaries of some surpass $60,000 by a substantial margin. The median salary for the 60+ range is $64,450.

The size of the survey population has remained remarkably stable over the past two years. This year's increase of four filled positions is too small a change to be expressed usefully in a percentage change from last year. The grand total of 7,205 positions reported this year includes 307 temporarily vacant positions, a reduction of 32 unfilled positions from the number reported last year. The net loss of 28 authorized, budgeted positions still represents a total loss which is less than .5% from last year's level.

Readers of the Survey are cautioned from making staffing inferences without careful analysis of the information presented. A highly standardized method of collecting data has been employed which may infer organizational patterns that are not valid in specific libraries. In addition, only salary data have been presented in the Survey. Other forms of compensation, which may vary greatly among libraries, have not been considered in this publication.

Gordon Fretwell
Amherst, Massachusetts
December 1982

EXPLANATORY NOTES

1. This report is concerned with salaries for filled and temporarily vacant positions in ARL member libraries at the beginning of the fiscal year 1982-83; salaries for fiscal year 1981-82 are also included, and revised where new information was provided.

2. The survey includes the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library reports the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for full-time positions only and on a 12-month basis. If, for example, an appointment is for 10 months, the annual payment reported is calculated by adding the salary for 2 months to that paid for the 10-month period.

4. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

5. The salary figures are straight gross salary figures. Fringe benefits are not included.

6. The "beginning professional salary" is that salary which would be paid to a professional without experience, not necessarily the lowest salary paid.

7. The position categories used in the report are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature. Recognition is taken of the problems created by using this, or any other, position classification scheme.

   a. Associate and Assistant Directors. Their functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, he or she is included with the higher salaried group.

   b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Science.

   c. Specialists. These are of two kinds: subject specialists, who most commonly help build collections and offer specialized reference and bibliographic services; and functional specialists, such as media specialists or experts in management fields, e.g., personnel, fiscal matters, systems, etc. Specialists may not be, by strict definition, professional librarians (i.e., those who hold an MLS).

d. Department Heads. Department heads not specifically included elsewhere are added under the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative or specialist responsibility. Experience is defined as full-time experience as a professional.

8. Minorities are defined here by the Equal Employment Opportunity Commission's EEO-6 categories: Black, Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114-Thursday, June 12, 1975.) Salaries for minorities are included in all tables.

9. Explanatory footnotes to the reported figures are provided when necessary.

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1982 49% of the librarians in ARL university libraries earned $22,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS*				NON-UNIVERSITY LIBRARIANS**			
	1982	%	1983	%	1982	%	1983	%
$60,000 or more			28				3	
55,000---59,999			35	1			145	3
50,000---54,999	79	1	46	2	196	4	112	5
49,000---49,999	3		14		41	5	21	6
48,000---48,999	6		12		1		42	
47,000---47,999	12		16		36	6	41	7
46,000---46,999	20		16		38		49	8
45,000---45,999	17	2	21	3	35	7	2	
44,000---44,999	15		17		50	8	39	9
43,000---43,999	17		27		2		48	10
42,000---42,999	19		34	4	32	9	38	11
41,000---41,999	30	3	31		53	10	59	12
40,000---40,999	25		38	5	33	11	23	13
39,000---39,999	27	4	40		47	12	83	14
38,000---38,999	36		39	6	39		47	15
37,000---37,999	33	5	51	7	81	14	3	
36,000---36,999	102	6	121	8	45	15	77	17
35,000---35,999	54	7	74	10	80	17	69	18
34,000---34,999	52	8	75	11	56	18	96	20
33,000---33,999	78	9	117	12	91	20	138	23
32,000---32,999	123	11	161	15	183	23	176	27
31,000---31,999	85	12	147	17	66	25	145	30
30,000---30,999	250	16	300	21	98	27	111	32
29,000---29,999	136	18	201	24	144	30	193	36
28,000---28,999	241	21	271	28	102	32	154	39
27,000---27,999	198	24	228	31	144	35	68	40
26,000---26,999	248	28	320	36	256	40	105	42
25,000---25,999	280	32	343	41	109	42	231	47
24,000---24,999	341	37	412	47	193	46	184	51
23,000---23,999	408	43	466	54	234	51	187	55
22,000---22,999	460	49	441	60	241	56	175	58
21,000---21,999	511	57	442	66	185	62	205	62
20,000---20,999	497	64	457	73	184	64	241	67
19,000---19,999	517	71	435	79	265	69	366	75
18,000---18,999	467	78	430	86	297	75	290	80
17,000---17,999	411	84	301	90	309	82	229	85
16,000---16,999	379	90	324	95	339	89	369	93
15,000---15,999	335	94	210	98	442	98	273	98
14,000---14,999	239	98	120	99.4	40	99	28	98.7
13,999 or less	118	99.6	37	100	40	99.8	64	100
Total Positions	6,894		6,898		4,839		4,929	
Median Salary	$21,727				$23,274			

*Excludes Chicago **Excludes Newberry

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING PROFESSIONAL SALARIES	
	FY 1982r	FY 1983	FY 1982r	FY 1983
Boston Public Library	$20,000	$21,500	$14,456	$15,467
Center for Research Libraries (*)	19,043	20,499	13,250	13,780
John Crerar Library (*)	20,700	N/A	13,750	N/A
Library of Congress (L)	25,599	N/A	15,193	15,922
Linda Hall Library	18,500	20,000	13,500	14,500
National Agricultural Library (*L)	28,300	29,000	15,500	15,922
National Library of Canada (D)	18,461	21,933	13,491	14,637
National Library of Medicine (M)	27,736	29,187	12,266	12,854
New York Public Library (*)	20,000	21,600	14,756	15,506
New York State Library (LM)	20,771	24,624	14,045	16,383
Newberry Library	N/A	N/A	N/A	N/A
Smithsonian Institution	31,500	33,415	15,922	16,589

r - Figures revised from 1981 Survey
* - See Footnotes
N/A - Not available

D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the Consumer Price Index (CPI) which also has been converted using July 1974 as the base point.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1983	11	4,929	$25,373	$15,487	176.2	155.4	220.2
1982	10	4,839	23,270	14,955	161.6	150.0	206.8
1981	12	5,171	20,301	12,651	150.0	126.9	186.7
1980	12	4,822	19,679	12,391	136.7	124.3	165.0
1979	11	4,570	18,567	11,460	128.9	115.0	148.2
1978	11	4,738	18,420	10,825	127.9	108.6	137.6
1977	11	4,335	17,000	11,220	118.1	112.5	128.9
1976	11	4,341	16,500	10,714	114.6	107.5	122.3
1975	11	4,345	15,100	10,000	104.9	100.3	111.8
1974	11	4,089	14,400	9,969	100	100	100

* - Beginning Professional Salary

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1983	FY 1982[r]	FY 1983	FY 1982[r]	FY 1983
Alabama (* C L)	$ 20,038	$ 16,772	$ 18,717	$ 14,000	$ 14,000
Alberta (* C D L M)	29,010	25,392	28,405	15,705	18,213
Arizona (C L M)	22,868	20,917	21,599	14,400	15,000
Arizona State (C)	24,400	22,264	23,066	15,600	16,300
Boston (* L M)	23,231	18,739	20,500	12,500	13,500
Brigham Young (* + C)	24,254	20,600	22,500	13,000	14,200
British Columbia (* D L M)	28,150	27,773	27,526	17,891	17,891
Brown (* C)	21,867	18,905	20,055	14,600	14,600
Calif., Berkeley (* C)	30,287	30,648	30,648	17,412	17,412
Calif., Davis (C M)	30,680	30,648	30,648	17,412	17,412
Calif., Irvine (C M)	29,266	28,608	28,608	17,412	17,412
Calif., Los Angeles (L M)	29,411	30,648	30,648	17,412	17,412
Calif., Riverside (C)	27,621	24,984	26,796	17,412	17,412
Calif., San Diego (C M)	29,608	30,648	30,648	17,412	17,412
Calif., Santa Barbara (C)	31,307	30,648	30,648	17,412	17,412
Case Western Reserve (* C M)	21,903	16,725	19,712	13,500	14,560
Chicago (+ C L M)	23,679	20,047	21,032	13,570	14,539
Cincinnati (*)	24,273	22,392	22,912	13,200	13,200
Colorado (* C L)	25,355	22,812	24,789	14,500	15,500
Colorado State (C)	25,712	22,300	23,950	15,000	16,500
Columbia (* + L M)	28,096	23,500	26,025	15,200	17,000

[r]Figures revised from 1981 survey
* - See Footnotes
+ - Excludes Director's salary

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1983	FY 1982[r]	FY 1983	FY 1982[r]	FY 1983
Connecticut (L M)	$ 24,975	$ 20,810	$ 22,873	$ 13,500	$ 14,500
Cornell (* L)	24,307	20,050	22,109	13,500	14,600
Dartmouth (+ C M)	22,751	20,250	21,900	13,000	15,000
Duke (+ C L M)	25,235	21,735	23,880	13,500	15,500
Emory (* L M)	22,323	18,223	19,634	12,500	13,500
Florida (C L M)	22,203	19,171	20,215	12,500	13,500
Florida State (* C L)	22,062	19,907	22,580	11,500	12,000
Georgetown (* C L M)	24,466	19,500	20,599	13,500	14,000
Georgia (C L)	22,261	19,500	20,500	13,800	14,200
Guelph (C D)	30,407	26,119	28,944	16,429	17,294
Harvard (+ C L M)	25,331	20,898	23,397	14,600	16,000
Hawaii (* C)	28,686	23,604	27,270	15,552	17,176
Houston (* C L)	24,010	18,360	22,523	13,659	14,895
Howard (L M)	29,382	24,304	26,654	15,432	18,015
Illinois (* C L M)	22,930	21,100	21,300	13,500	14,000
Indiana (* + L M)	21,889	18,064	20,655	12,500	13,000
Iowa (C L M)	25,151	20,850	23,050	15,500	15,600
Iowa State (C)	25,162	20,609	23,660	13,800	15,500
Johns Hopkins (* C)	24,989	19,571	22,000	15,070	16,600
Kansas (L M)	23,040	18,980	20,559	13,500	14,000

[r]Figures revised from 1981 survey
* - See Footnotes
+ - Excludes Director's salary

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1983	FY 1982[r]	FY 1983	FY 1982[r]	FY 1983
Kent State (C)	$ 27,774	$ 24,834	$ 27,790	$ 15,900	$ 17,808
Kentucky (* C L M)	22,461	19,781	20,916	12,500	13,500
Louisiana State (* C L M)	24,957	22,060	23,464	12,000	14,500
McGill (* D L M)	28,370	25,667	27,993	16,694	17,963
McMaster (+ C D)	23,945	21,637	24,412	13,135	14,711
Manitoba (+ D L M)	26,240	23,181	26,801	13,870	15,202
Maryland (C)	23,855	19,502	22,234	13,500	14,700
Massachusetts (C)	26,659	23,736	26,182	13,000	14,000
MIT (C)	25,285	21,579	23,490	14,800	16,200
Miami (+ L M)	23,961	20,735	23,000	14,000	14,000
Michigan (* C M)	23,006	19,608	20,896	13,000	14,500
Michigan State (C)	24,112	21,600	22,000	14,750	15,000
Minnesota (C M)	26,195	22,781	24,782	18,912	19,290
Missouri (+ C M)	19,544	19,748	19,641	12,500	13,000
Nebraska (* C)	21,489	18,894	19,530	14,500	15,500
New Mexico (* C)	24,640	21,300	22,300	14,000	15,000
New York (C L M)	27,900	23,190	25,048	16,000	16,000
North Carolina (* C)	21,554	19,750	19,600	14,000	14,500
Northwestern (* L M)	24,636	19,950	21,075	15,000	15,000
Notre Dame (C)	24,326	19,500	21,175	13,000	13,500

[r]Figures revised from 1981 survey
* - See Footnotes
+ - Excludes Director's salary

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1983	FY 1982[r]	FY 1983	FY 1982[r]	FY 1983
Ohio State (* L M)	$ 24,224	$ 21,840	$ 24,000	$ 14,400	$ 15,600
Oklahoma (C)	25,677	21,450	24,150	14,000	15,600
Oklahoma State (* C)	21,608	17,658	19,128	13,680	14,160
Oregon (C L)	24,775	20,819	21,618	15,500	15,500
Pennsylvania (C L M)	25,718	21,550	23,300	14,500	15,500
Pennsylvania State (+ M)	25,615	22,842	24,060	13,800	15,408
Pittsburgh (+ C L M)	22,543	19,704	20,523	13,300	14,000
Princeton (C)	24,922	21,300	23,700	14,600	15,500
Purdue (* C)	26,131	21,000	23,300	14,500	15,000
Queen's (* C D L M)	25,905	20,197	23,090	12,765	13,670
Rice (C)	21,514	16,995	18,800	14,300	15,000
Rochester (* + M)	22,862	22,860	22,580	13,500	13,650
Rutgers (* + M)	31,180	22,000	30,857	15,415	18,144
Saskatchewan (C D L M)	23,896	23,908	23,908	15,638	15,638
South Carolina (C)	22,295	19,621	19,901	13,500	13,500
Southern California (* + C)	24,161	22,564	24,161	14,000	15,500
Southern Illinois (* C L)	23,769	21,780	21,468	14,000	14,560
Stanford (* + C L M)	31,255	26,750	29,607	18,000	20,040
SUNY - Albany	21,547	20,384	20,889	13,500	14,500
SUNY - Buffalo (* L M)	21,955	20,576	21,249	13,500	14,000

[r]Figures revised from 1981 survey
* - See Footnotes
+ - Excludes Director's salary

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1983	FY 1982[r]	FY 1983	FY 1982[r]	FY 1983
SUNY - Stony Brook (C)	$ 23,657	$ 20,226	$ 21,874	$ 13,000	$ 14,500
Syracuse (* C L)	23,081	19,240	21,170	13,000	14,000
Temple	21,928	20,782	21,311	12,000	13,000
Tennessee (C)	23,070	18,779	20,165	14,000	14,000
Texas (* C)	23,202	20,450	21,707	15,000	16,000
Texas A & M (* C)	27,015	21,145	26,634	14,868	15,552
Toronto (* C D M)	26,162	22,891	25,370	13,753	14,988
Tulane (* C)	20,255	16,500	18,400	12,500	14,000
Utah (C)	21,756	19,060	20,935	13,000	14,000
Vanderbilt (C L M)	22,794	18,700	20,200	12,400	13,640
Virginia (C L M)	23,002	19,800	21,000	14,000	14,800
Virginia Polytechnic (C)	23,099	18,750	22,000	14,000	14,800
Washington (C M)	24,290	21,510	22,200	16,000	16,500
Washington State (* C)	24,144	21,820	22,790	15,500	16,200
Washington, St. Louis (L M)	22,769	17,300	19,050	13,644	14,604
Wayne State (C L M)	25,312	23,507	25,158	14,000	14,771
Western Ontario (+ C D L M)	23,727	20,793	23,193	13,876	15,128
Wisconsin (* C L M)	22,799	19,014	20,636	15,800	17,200
Yale (+ C L M)	26,398	21,975	24,370	15,000	16,500
York (D L)	28,425	25,040	28,275	12,896	14,247

[r]Figures revised from 1981 survey
* - See Footnotes
+ - Excludes Director's salary

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1982

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 18,000 and over
2- 17,000-17,999
3- 16,000-16,999
4- 15,000-15,999
5- 14,000-14,999
6- 13,000-13,999
7- 12,000-12,999
8- below 12,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Minnesota	$ 18,912
	2	Stanford	18,000
2	3	British Columbia	17,891
	4	Calif., Berkeley	17,412
	4	Calif., Davis	17,412
	4	Calif., Irvine	17,412
	4	Calif., Los Angeles	17,412
	4	Calif., Riverside	17,412
	4	Calif., San Diego	17,412
	4	Calif., Santa Barbara	17,412
3	11	McGill	16,694
	12	Guelph	16,429
	13	New York	16,000
	13	Washington	16,000
4	15	Kent State	15,900
	16	Wisconsin	15,800
	17	Alberta	15,705
	18	Saskatchewan	15,638
	19	Arizona State	15,600
	20	Hawaii	15,552
	21	Iowa	15,500
	21	Oregon	15,500
	21	Washington State	15,500
	24	Howard	15,432
	25	Rutgers	15,415
	26	Columbia	15,200
	27	Johns Hopkins	15,070
	28	Colorado State	15,000
	28	Northwestern	15,000
	28	Texas	15,000
	28	Yale	15,000
5	32	Texas A&M	14,868
	33	MIT	14,800
	34	Michigan State	14,750
	35	Brown	14,600
	35	Harvard	14,600
	35	Princeton	14,600
	38	Colorado	14,500
	38	Nebraska	14,500
	38	Pennsylvania	14,500
	38	Purdue	14,500
	42	Arizona	14,400
	42	Ohio State	14,400
	44	Rice	14,300
	45	Alabama	14,000
	45	Miami	14,000
	45	New Mexico	14,000
	45	North Carolina	14,000
	45	Oklahoma	14,000
	45	Southern California	14,000
6	56	Western Ontario	13,876
	57	Manitoba	13,870
	58	Georgia	13,800
	58	Iowa State	13,800
	58	Pennsylvania State	13,800
	61	Toronto	13,753
	62	Oklahoma State	13,680
	63	Houston	13,659
	64	Washington, St. Louis	13,644
	65	Chicago	13,570
	66	Case Western Reserve	13,500
	66	Connecticut	13,500
	66	Cornell	13,500
	66	Duke	13,500
	66	Georgetown	13,500
	66	Illinois	13,500
	66	Kansas	13,500
	66	Maryland	13,500
	66	Rochester	13,500
	66	South Carolina	13,500
	66	SUNY - Albany	13,500
	66	SUNY - Buffalo	13,500
	78	Pittsburgh	13,300
	79	Cincinnati	13,200
	80	McMaster	13,135
	81	Brigham Young	13,000
	81	Dartmouth	13,000
	81	Massachusetts	13,000
	81	Michigan	13,000
	81	Notre Dame	13,000
	81	SUNY - Stony Brook	13,000
	81	Syracuse	13,000
	81	Utah	13,000
7	89	York	12,896
	90	Queen's	12,765
	91	Boston	12,500
	91	Emory	12,500
	91	Florida	12,500
	91	Indiana	12,500
	91	Kentucky	12,500
	91	Missouri	12,500
	91	Tulane	12,500
	98	Vanderbilt	12,400
	99	Louisiana State	12,000
	99	Temple	12,000
8	101	Florida State	11,500

All Canadian salaries and some U.S. salaries revised from 1981 Survey.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1983

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 19,000 and over
2- 18,000-18,999
3- 17,000-17,999
4- 16,000-16,999
5- 15,000-15,999
6- 14,000-14,999
7- 13,000-13,999
8- below 13,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	20,040
	2	Minnesota	19,290
2	3	Alberta	18,213
	4	Rutgers	18,144
	5	Howard	18,015
3	6	McGill	17,963
	7	British Columbia	17,891
	8	Kent State	17,808
	9	Calif., Berkeley	17,412
	9	Calif., Davis	17,412
	9	Calif., Irvine	17,412
	9	Calif., Los Angeles	17,412
	9	Calif., Riverside	17,412
	9	Calif., San Diego	17,412
	9	Calif., Santa Barbara	17,412
	16	Guelph	17,294
	17	Wisconsin	17,200
	18	Columbia	17,000
4	19	Johns Hopkins	16,600
	20	Colorado State	16,500
	20	Washington	16,500
	20	Yale	16,500
	23	Arizona State	16,300
	24	MIT	16,200
	24	Washington State	16,200
	26	Hawaii	16,176
	27	Harvard	16,000
	27	New York	16,000
	27	Texas	16,000
5	30	Saskatchewan	15,638
	31	Iowa	15,600
	31	Ohio State	15,600
	31	Oklahoma	15,600
	34	Texas A&M	15,552
	35	Colorado	15,500
	35	Duke	15,500
	35	Iowa State	15,500
	35	Nebraska	15,500
	35	Oregon	15,500
	35	Pennsylvania	15,500
	35	Princeton	15,500
	35	Southern California	15,500
	43	Pennsylvania State	15,408
	44	Manitoba	15,202
	45	Western Ontario	15,128
	46	Arizona	15,000
	46	Dartmouth	15,000
	46	Michigan State	15,000
	46	New Mexico	15,000
	46	Northwestern	15,000
	46	Purdue	15,000
	46	Rice	15,000
6	53	Toronto	14,988
	54	Houston	14,895
	55	Virginia	14,800
	55	Virginia Polytechnic	14,800
	57	Wayne State	14,771
	58	McMaster	14,711
	59	Maryland	14,700
	60	Washington, St. Louis	14,604
	61	Brown	14,600
	61	Cornell	14,600
	63	Case Western Reserve	14,560
	63	Southern Illinois	14,560
	65	Chicago	14,539
	66	Connecticut	14,500
	66	Louisiana State	14,500
	66	Michigan	14,500
	66	North Carolina	14,500
	66	SUNY - Albany	14,500
	66	SUNY - Stony Brook	14,500
	72	York	14,247
	73	Brigham Young	14,200
	73	Georgia	14,200
	75	Oklahoma State	14,160
	76	Alabama	14,000
	76	Georgetown	14,000
	76	Illinois	14,000
	76	Kansas	14,000
	76	Massachusetts	14,000
	76	Miami	14,000
	76	Pittsburgh	14,000
	76	SUNY - Buffalo	14,000
	76	Syracuse	14,000
	76	Tennessee	14,000
	76	Tulane	14,000
	76	Utah	14,000
7	88	Queen's	13,670
	89	Rochester	13,650
	90	Vanderbilt	13,640
	91	Boston	13,500
	91	Emory	13,500
	91	Florida	13,500
	91	Kentucky	13,500
	91	Notre Dame	13,500
	91	South Carolina	13,500
	97	Cincinnati	13,200
	98	Indiana	13,000
	98	Missouri	13,000
	98	Temple	13,000
8	101	Florida State	12,000

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1982

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 26,000 and over
2- 25,000-25,999
3- 24,000-24,999
4- 23,000-23,999
5- 22,000-22,999
6- 21,000-21,999
7- 20,000-20,999
8- 19,000-19,999
9- 18,000-18,999
10- below 18,000

GROUP	RANK	INSTITUTION	SALARY	GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	30,648	7	50	Arizona	20,917
	1	Calif., Davis	30,648		51	Harvard	20,898
	1	Calif., Los Angeles	30,648		52	Iowa	20,850
	1	Calif., San Diego	30,648		53	Oregon	20,819
	1	Calif., Santa Barbara	30,648		54	Connecticut	20,810
	6	Calif., Irvine	28,608		55	Western Ontario	20,793
	7	British Columbia	27,773		56	Temple	20,782
	8	Stanford	26,750		57	Miami	20,735
	9	Guelph	26,119		58	Iowa State	20,609
					59	Brigham Young	20,600
2	10	McGill	25,667		60	SUNY - Buffalo	20,576
	11	Alberta	25,392		61	Texas	20,450
	12	York	25,040		62	SUNY - Albany	20,384
					63	Dartmouth	20,250
3	13	Calif., Riverside	24,984		64	SUNY - Stony Brook	20,226
	14	Kent State	24,834		65	Queen's	20,197
	15	Howard	24,304		66	Cornell	20,050
					67	Chicago	20,047
4	16	Saskatchewan	23,908				
	17	Massachusetts	23,736	8	68	Northwestern	19,950
	18	Hawaii	23,604		69	Florida State	19,907
	19	Wayne State	23,500		70	Virginia	19,800
	20	Columbia	23,500		71	Kentucky	19,781
	21	New York	23,190		72	North Carolina	19,750
	22	Manitoba	23,181		73	Missouri	19,748
					74	Pittsburgh	19,704
5	23	Toronto	22,891		75	South Carolina	19,621
	24	Rochester	22,860		76	Michigan	19,608
	25	Pennsylvania State	22,842		77	Johns Hopkins	19,571
	26	Colorado	22,812		78	Maryland	19,502
	27	Minnesota	22,781		79	Georgetown	19,500
	28	Southern California	22,564		79	Georgia	19,500
	29	Cincinnati	22,392		79	Notre Dame	19,500
	30	Colorado State	22,300		82	Syracuse	19,240
	31	Arizona State	22,264		83	Florida	19,171
	32	Louisiana State	22,060		84	Utah	19,060
	33	Rutgers	22,000		85	Wisconsin	19,014
6	34	Yale	21,975	9	86	Kansas	18,980
	35	Ohio State	21,840		87	Brown	18,905
	36	Washington State	21,820		88	Nebraska	18,894
	37	Southern Illinois	21,780		89	Tennessee	18,779
	38	Duke	21,735		90	Virginia Polytechnic	18,750
	39	McMaster	21,637		91	Boston	18,739
	40	Michigan State	21,600		92	Vanderbilt	18,700
	41	MIT	21,579		93	Houston	18,360
	42	Pennsylvania	21,550		94	Emory	18,223
	43	Washington	21,510		95	Indiana	18,064
	44	Oklahoma	21,450				
	45	New Mexico	21,300	10	96	Oklahoma State	17,658
	45	Princeton	21,300		97	Washington, St. Louis	17,300
	46	Texas A&M	21,145		98	Rice	16,995
	48	Illinois	21,100		99	Alabama	16,772
	49	Purdue	21,000		100	Case Western Reserve	16,725
					101	Tulane	16,500

All Canadian salaries and some U.S. salaries revised from 1981 Survey.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1983

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified he. ɔ.

Group ranges are:

1- 28,000 and over
2- 27,000-27,999
3- 26,000-26,999
4- 25,000-25,999
5- 24,000-24,999
6- 23,000-23,999
7- 22,000-22,999
8- 21,000-21,999
9- 20,000-20,999
10- below 20,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Rutgers	30,857
	2	Calif., Berkeley	30,648
	2	Calif., Davis	30,648
	2	Calif., Los Angeles	30,648
	2	Calif., San Diego	30,648
	2	Calif., Santa Barbara	30,648
	7	Stanford	29,607
	8	Guelph	28,944
	9	Calif., Irvine	28,608
	10	Alberta	28,405
	11	York	28,275
2	12	McGill	27,993
	13	Kent State	27,790
	14	British Columbia	27,526
	15	Hawaii	27,270
3	16	Manitoba	26,801
	17	Calif., Riverside	26,796
	18	Howard	26,654
	19	Texas A&M	26,634
	20	Massachusetts	26,182
	21	Columbia	26,025
4	22	Toronto	25,370
	23	Wayne State	25,158
	24	New York	25,048
5	25	Colorado	24,789
	26	Minnesota	24,782
	27	McMaster	24,412
	28	Yale	24,370
	29	Southern California	24,161
	30	Oklahoma	24,150
	31	Pennsylvania State	24,060
	32	Ohio State	24,000
6	33	Colorado State	23,950
	34	Saskatchewan	23,908
	35	Duke	23,880
	36	Princeton	23,700
	37	Iowa State	23,660
	38	MIT	23,490
	39	Louisiana State	23,464
	40	Harvard	23,397
	41	Pennsylvania	23,300
	41	Purdue	23,300
	43	Western Ontario	23,193
	44	Queen's	23,090
	45	Arizona State	23,066
	46	Iowa	23,050
	47	Miami	23,000
7	48	Cincinnati	22,912
	49	Connecticut	22,873
	50	Washington State	22,790
	51	Florida State	22,580
	51	Rochester	22,580
	53	Houston	22,523
	54	Brigham Young	22,500
	55	New Mexico	22,300
	56	Maryland	22,234
	57	Washington	22,200
	58	Cornell	22,109
	59	Johns Hopkins	22,000
	59	Michigan State	22,000
	59	Virginia Polytechnic	22,000
8	62	Dartmouth	21,900
	63	SUNY - Stony Brook	21,874
	64	Texas	21,707
	65	Oregon	21,618
	66	Arizona	21,599
	67	Southern Illinois	21,468
	68	Temple	21,311
	69	Illinois	21,300
	70	SUNY - Buffalo	21,249
	71	Notre Dame	21,175
	72	Syracuse	21,170
	73	Northwestern	21,075
	74	Chicago	21,032
	75	Virginia	21,000
9	76	Utah	20,935
	77	Kentucky	20,916
	78	Michigan	20,896
	79	SUNY - Albany	20,889
	80	Indiana	20,655
	81	Wisconsin	20,636
	82	Georgetown	20,599
	83	Kansas	20,559
	84	Pittsburgh	20,523
	85	Boston	20,500
	85	Georgia	20,500
	87	Florida	20,215
	88	Vanderbilt	20,200
	89	Tennessee	20,165
	90	Brown	20,055
10	91	South Carolina	19,901
	92	Case Western Reserve	19,712
	93	Missouri	19,641
	94	Emory	19,634
	95	North Carolina	19,600
	96	Nebraska	19,530
	97	Oklahoma State	19,128
	98	Washington, St. Louis	19,050
	99	Rice	18,800
	100	Alabama	18,717
	101	Tulane	18,400

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1979-83

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1979	1980	1981	1982	1983	1979	1980	1981	1982	1983
Alabama	89	95	97	99	100	88	79	83	45	76
Alberta	4	12	6	11	10	4	31	11	17	3
Arizona	48	65	52	50	66	54	58	67	42	46
Arizona State	55	53	35	31	45	23	20	23	19	23
Boston	94	70	82	91	85	88	79	67	91	91
Brigham Young	74	57	51	59	54	61	65	83	81	73
British Columbia	1	6	1	7	14	1	3	2	3	7
Brown	81	87	91	87	90	39	58	45	35	61
Calif., Berkeley	9	3	10	1	2	14	4	5	4	9
Calif., Davis	3	1	7	1	2	14	4	5	4	9
Calif., Irvine	**	**	**	6	9	**	**	**	4	9
Calif., Los Angeles	9	5	2	1	2	7	8	5	4	9
Calif., Riverside	14	16	4	13	17	94	77	5	4	9
Calif., San Diego	13	3	2	1	2	14	4	5	4	9
Calif., Santa Barbara	7	1	5	1	2	14	4	5	4	9
Case Western Reserve	75	90	94	100	92	74	89	60	66	63
Chicago	67	66	66	67	74	44	32	49	65	65
Cincinnati	42	71	64	29	48	61	79	81	79	97
Colorado	20	23	21	26	25	28	21	38	38	35
Colorado State	24	31	37	30	33	23	27	50	28	20
Columbia	28	27	22	20	21	48	32	21	26	18
Connecticut	53	34	54	54	49	61	79	50	66	66
Cornell	44	63	68	66	58	74	65	67	66	61
Dartmouth	50	30	40	63	62	87	79	83	81	46
Duke	63	72	44	38	35	61	65	67	66	35
Emory	90	92	93	94	94	82	79	97	91	91
Florida	97	81	76	83	87	96	94	100	91	91
Florida State	93	62	86	69	51	88	79	98	101	101
Georgetown	43	49	75	79	82	74	47	67	66	76
Georgia	77	79	83	79	85	28	38	50	58	73
Guelph	5	9	12	9	8	13	62	20	12	16
Harvard	47	35	59	51	40	37	24	35	35	27
Hawaii	22	18	19	18	15	21	15	19	20	26
Houston	56	45	65	93	53	72	47	37	63	54
Howard	8	10	29	15	18	3	1	3	24	5
Illinois	33	39	53	48	69	81	98	99	66	76
Indiana	83	74	74	95	80	61	65	67	91	98
Iowa	59	58	90	52	46	28	25	38	21	31
Iowa State	39	41	73	58	37	56	47	65	58	35
Johns Hopkins	19	38	72	77	59	6	13	31	27	19
Kansas	81	82	89	86	83	74	79	83	66	76
Kent State	15	11	14	14	13	18	16	17	15	8

1982 rankings revised from 1981 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1979	1980	1981	1982	1983	1979	1980	1981	1982	1983
Kentucky	60	73	96	71	77	61	65	83	91	91
Louisiana State	52	17	28	32	39	88	65	83	99	66
McGill	2	7	13	10	12	2	10	13	11	6
McMaster	18	54	36	39	27	25	76	80	80	58
Manitoba	**	**	8	22	16	**	**	12	57	44
Maryland	57	52	39	78	56	74	41	38	66	59
Massachusetts	35	22	25	17	20	56	64	66	81	76
MIT	29	42	46	41	38	48	32	38	33	24
Miami	54	42	41	57	47	74	47	83	45	76
Michigan	37	40	45	76	78	38	37	50	81	66
Michigan State	66	49	42	40	59	39	46	43	34	46
Minnesota	23	21	24	27	26	5	9	1	1	2
Missouri	38	47	56	73	93	48	47	67	91	98
Nebraska	84	86	87	88	96	48	38	50	38	35
New Mexico	44	55	50	45	55	61	47	62	45	46
New York	24	24	23	21	24	12	2	17	13	27
North Carolina	88	91	77	72	95	72	65	50	45	66
Northwestern	62	77	62	68	73	39	58	62	28	46
Notre Dame	87	85	84	79	71	56	65	83	81	91
Ohio State	30	28	30	35	32	54	27	44	42	31
Oklahoma	98	94	95	44	30	88	65	67	45	31
Oklahoma State	85	93	98	96	97	96	94	95	62	75
Oregon	16	20	31	53	65	8	17	33	21	35
Pennsylvania	31	31	34	42	41	22	21	35	38	35
Pennsylvania State	17	14	17	25	31	28	27	46	58	43
Pittsburgh	69	69	70	74	84	44	45	79	78	76
Princeton	48	55	58	45	36	48	57	38	35	35
Purdue	39	46	38	49	41	28	21	27	38	46
Queen's	27	61	26	65	44	27	90	34	90	88
Rice	70	64	92	98	99	88	43	46	44	46
Rochester	77	84	80	24	51	74	65	67	66	89
Rutgers	11	8	18	33	1	10	11	15	25	4
Saskatchewan	**	**	11	16	34	**	**	4	18	30
South Carolina	76	78	78	75	91	28	47	67	66	91
Southern California	51	51	33	28	29	98	94	27	45	35
Southern Illinois	34	33	48	37	67	39	27	46	45	64
Stanford	26	19	15	8	7	9	14	14	2	1
SUNY - Albany	61	60	57	62	79	56	58	50	66	66
SUNY - Buffalo	72	29	55	60	70	61	47	67	66	76
SUNY - Stony Brook	77	36	71	64	63	61	32	61	81	66
Syracuse	95	96	85	82	72	84	93	83	81	76
Temple	36	44	32	56	68	61	79	94	99	98

1982 rankings revised from 1981 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1979	1980	1981	1982	1983	1979	1980	1981	1982	1983
Tennessee	86	88	79	89	89	48	47	83	45	76
Texas	67	67	60	61	64	28	26	25	28	27
Texas A & M	70	76	27	47	19	82	91	78	32	34
Toronto	12	25	9	23	22	20	44	16	61	53
Tulane	96	98	99	101	101	85	94	83	91	76
Utah	73	75	88	84	76	61	65	50	81	76
Vanderbilt	92	89	81	92	88	85	92	96	98	90
Virginia	77	83	63	70	75	60	79	50	45	55
Virginia Polytechnic	64	58	61	90	59	28	32	50	45	55
Washington	58	37	49	43	57	47	17	21	13	20
Washington State	46	26	43	36	50	28	17	27	21	24
Washington, St. Louis	91	97	100	97	98	95	56	64	64	60
Wayne State	21	13	20	19	23	43	42	32	45	57
Western Ontario	32	80	69	55	43	26	78	82	56	45
Wisconsin	64	68	67	85	81	11	12	26	16	17
Yale	39	48	46	34	28	44	38	27	28	20
York	6	15	16	12	11	19	63	24	89	72

1982 rankings revised from 1981 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the Consumer Price Index (CPI) which also has been converted using July 1974 as the base point.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS Index	Consumer Price Index
1983	100	6,898	23,500	15,000	198.3	170.5	220.2
1982	100	6,894	21,727	14,200	183.4	161.4	206.8
1981	98	6,581	20,987	13,000	177.1	147.7	186.7
1980	97	6,731	18.910	12,000	159.6	136.4	165.0
1979	94	6,756	17,896	11,450	151.0	130.1	148.2
1978	94	6,689	16,000	11,000	135.0	125.0	137.6
1977	92	6,577	15,000	10,500	126.6	119.3	128.9
1976	94	6,522	14,000	10,000	118.1	113.6	122.3
1975	88	6,303	12,850	9,387	108.4	106.7	111.8
1974	82	6,102	11,850	8,800	100	100	100

*BPS - Beginning Professional Salary

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1983[1]

	SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
		Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01.	$60,000 or more	18			10						22			11					
02.	55,000 - 59,999	21	3		8				3		26	2		9					
03.	50,000 - 54,999	21	7	2	9	2	1	1	2	1	26	5	1	10					
04.	49,000 - 49,999	6	6	2							7	5	1						
05.	48,000 - 48,999	3	2	1	3	1			2		4	2		3					
06.	47,000 - 47,999	4	8	1	1	1			1		5	6		1					
07.	46,000 - 46,999	2	5	3	3				3		2	4	1	3					
08.	45,000 - 45,999	2	2	5	9	1			2		2	2	2	10					
09.	44,000 - 44,999	1		5	4	3	1		2	1	1		2	4	1				
10.	43,000 - 43,999		9	7	3			3	3	2		7	3	3			1		
11.	42,000 - 42,999	1	10	11	4	2	3	1	2		1	8	5	4					
12.	41,000 - 41,999		8	11	2	4			6			6	5	2	1				
13.	40,000 - 40,999	2	6	8	5	2	3	2	10		2	5	4	5			1	1	
14.	39,000 - 39,999		3	13	3	6	3	2	8	2		2	6	3	1		1	1	
15.	38,000 - 38,999		6	10	4	3	3	1	12			5	4	4	1			1	
16.	37,000 - 37,999		4	13	2	4	4	4	16	4		3	6	2	1		1	1	
17.	36,000 - 36,999		5	17	4	16	14	2	44	19		4	8	4	3	2	1	3	1
18.	35,000 - 35,999		6	15	2	11	8	6	24	2		5	7	2	2	1	2	2	
19.	34,000 - 34,999		4	15	1	8	9	7	24	7		3	7	1	1	1	2	2	
20.	33,000 - 33,999		12	13	3	16	7	6	42	18		9	6	3	3	1	2	3	1
21.	32,000 - 32,999		7	13		23	15	8	56	39		5	6		4	2	2	4	1
22.	31,000 - 31,999		6	12	2	21	22	9	56	19		5	5	2	4	3	3	4	1
23.	30,000 - 30,999		1	12	2	38	31	14	94	109		1	5	2	7	4	4	6	3
24.	29,000 - 29,999		2	6	2	30	18	10	82	51		2	3	2	5	2	3	5	2
25.	28,000 - 28,999		3	5	1	28	36	9	86	103		2	2	1	5	4	3	6	3
26.	27,000 - 27,999		2	4		22	29	12	83	76		2	2		4	3	4	6	2
27.	26,000 - 26,999			6	2	43	44	22	111	92			3	2	7	5	7	7	3
28.	25,000 - 25,999			5		41	48	25	120	104			2		7	6	7	8	3
29.	24,000 - 24,999		1	2	2	49	63	24	112	159		1	1	2	9	7	7	7	5
30.	23,000 - 23,999		1	2		45	53	18	107	240		1	1		8	6	5	7	8
31.	22,000 - 22,999			3		35	58	31	93	221			1		6	7	9	6	7
32.	21,000 - 21,999					29	85	23	75	229					5	10	7	5	7
33.	20,000 - 20,999					36	62	22	58	279					6	7	7	4	9
34.	19,000 - 19,999		1			17	64	16	47	290		1			3	8	5	3	9
35.	18,000 - 18,999					13	52	18	52	295					2	6	5	3	9
36.	17,000 - 17,999			1		6	35	17	26	216					1	4	5	2	7
37.	16,000 - 16,999					13	36	8	18	249					2	4	2	1	8
38.	15,000 - 15,999					4	23	10	9	164					1	3	3	1	5
39.	14,000 - 14,999					3	12	2	5	98					1	1	1		3
40.	13,999 or less						3	1		33									1
41.	TOTAL	81	130	223	91	576	845	334	1496	3122	100	100	100	100	100	100	100	100	100

[1] Excludes Chicago

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1983[1]

	SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
		Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01	$60,000 or more	16			8						2			2					
02	55,000 - 59,999	19	2		7				3		2	1		1					
03	50,000 - 54,999	14	4		6	1	1	1	2	1	7	3	2	3	1				
04	49,000 - 49,999	4	5	2							2	1							
05	48,000 - 48,999	3	1	1	1				2			1		2	1				
06	47,000 - 47,999	3	5	1	1	1			1		1	3							
07	46,000 - 46,999	2	3	3	3				2			2						1	
08	45,000 - 45,999	2	1	5	3	1			2			1		6					
09	44,000 - 44,999	1		2	3	1	1		2	1			3	1	2				
10	43,000 - 43,999		6	5				3	3	1		3	2	3					1
11	42,000 - 42,999		5	7	3	1	3	1	2		1	5	4	1	1				
12	41,000 - 41,999		3	4	1	3			4			5	7	1	1			2	
13	40,000 - 40,999	2	4	3	3	2		2	7			2	5	2		3		3	
14	39,000 - 39,999		3	9	1	5	2	2	5	1			4	2	1	1		3	1
15	38,000 - 38,999		6	5	2	2	2	1	7				5	2	1	1		5	
16	37,000 - 37,999		3	8	1	2	3	3	7	1		1	5	1	2	1	1	9	3
17	36,000 - 36,999		2	7		9	10		21	12		3	10	4	7	4	2	23	7
18	35,000 - 35,999		4	8	2	7	6	3	12			2	7		4	2	3	12	2
19	34,000 - 34,999		2	7		2	6	2	13	4		2	8	1	6	3	5	11	3
20	33,000 - 33,999		4	5	2	9	4	4	18	7		8	8	1	7	3	2	24	11
21	32,000 - 32,999		3	7		13	7	4	25	14		4	6		10	8	4	31	25
22	31,000 - 31,999		1	6	1	8	9	8	26	7		5	6	1	13	13	1	30	12
23	30,000 - 30,999		1	4	2	11	18	9	44	38			8		27	13	5	50	71
24	29,000 - 29,999		1	2		15	9	8	29	18		1	4	2	15	9	2	53	33
25	28,000 - 28,999		1	4	1	17	18	5	29	38		2	1		11	18	4	57	65
26	27,000 - 27,999			2		12	9	6	37	26		2	2		10	20	6	46	50
27	26,000 - 26,999			3		14	21	10	35	32			3	2	29	23	12	76	60
28	25,000 - 25,999			2		8	23	11	45	37			3		33	25	14	75	67
29	24,000 - 24,999			1		9	27	8	38	41		1	1	2	40	36	16	74	118
30	23,000 - 23,999					13	20	12	37	66		1	2		32	33	6	70	174
31	22,000 - 22,999			1		9	20	13	24	55			2		26	38	18	69	166
32	21,000 - 21,999					8	40	10	27	59					21	45	13	48	170
33	20,000 - 20,999					10	25	10	18	78					26	37	12	40	201
34	19,000 - 19,999					5	25	7	19	91		1			12	39	9	28	199
35	18,000 - 18,999					2	18	6	17	89					11	34	12	35	206
36	17,000 - 17,999			1		1	12	10	8	50					5	23	7	18	166
37	16,000 - 16,999					2	11	3	3	64					11	25	5	15	185
38	15,000 - 15,999						6	4	3	37					4	17	6	6	127
39	14,000 - 14,999						2		1	21					3	10	2	4	77
40	13,999 or less							1		6						3			27
41	TOTAL	66	70	115	51	203	358	167	578	895	15	60	108	40	373	487	167	918	2227

[1] Excludes Chicago

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1983[1]

	POSITION	Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1.	Director	81	66	15	$ 55,192	$ 55,852	$ 52,287
2.	Associate Director	130	70	60	39,825	41,400	37,986
3.	Assistant Director	223	115	108	35,775	36,559	34,939
4.	Medical/Law Head	91	51	40	44,916	47,842	41,186
5.	Branch Head	576	203	373	26,762	28,829	25,636
6.	Subject Specialist	845	358	487	23,768	24,902	22,935
7.	Functional Specialist	334	167	167	24,779	25,856	23,701
8.	Dept. Head:Reference	133	39	94	27,968	29,358	27,392
9.	Cataloging	138	33	105	27,934	28,925	27,623
10.	Acquisition	101	35	66	26,571	27,110	26,286
11.	Serials	74	19	55	25,956	25,751	26,027
12.	Doc./Maps	114	37	77	25,481	25,801	25,328
13.	Circulation	93	37	56	24,432	24,925	24,106
14.	Spec.Cltn.	103	64	39	29,668	31,523	26,625
15.	Other	740	314	426	26,724	28,158	25,668
16.	Other:Over 15 yrs. exper.	891	270	621	25,460	26,581	24,972
17.	10 - 15 yrs. exper.	676	180	496	22,770	23,439	22,527
18.	5 - 10 yrs. exper.	786	237	549	20,348	20,640	20,221
19.	Under 5 yrs. exper.	769	208	561	17,148	17,423	17,046
	TOTAL	6,898	2,503	4,395			

[1]Excludes Chicago

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1983[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	5	4	1	59,859	*	*
2. Associate Director	9	4	5	43,739	47,182	40,984
3. Assistant Director	9	5	4	37,063	38,915	34,747
4. Medical/Law Head	6	3	3	50,991	*	*
5. Branch Head	51	20	31	29,655	30,969	28,807
6. Subject Specialist	104	45	59	24,470	25,263	23,865
7. Functional Specialist	26	14	12	24,602	23,578	25,796
8. Dept. Head:Reference	5	2	3	29,846	*	*
9. Cataloging	15	3	12	27,928	*	*
10. Acquisition	7	1	6	25,126	*	*
11. Serials	5	2	3	26,621	*	*
12. Doc./Maps	1	1	0	*	*	*
13. Circulation	5	0	5	25,090		25,090
14. Spec.Clltn.	2	0	2	*		*
15. Other	62	29	33	27,762	28,669	26,966
16. Other:Over 15 yrs. exper.	118	43	75	25,010	26,354	24,239
17. 10 - 15 yrs. exper.	91	24	67	23,174	24,327	22,761
18. 5 - 10 yrs. exper.	68	18	50	20,727	21,393	20,488
19. Under 5 yrs. exper.	60	10	50	17,233	16,952	17,289
TOTAL	649	228	421			

[1]Excludes Chicago
* Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1983[1]

POSITION	ALL COMBINED (100)[2]		PUBLIC (59)		PRIVATE (30)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	81	$55,192	54	$53,882	19	$59,927
2. Associate Director	130	39,825	70	39,129	45	40,434
3. Assistant Director	223	35,775	121	34,551	77	36,514
4. Medical/Law Head	91	44,916	42	42,668	34	51,666
5. Branch Head	576	26,762	360	25,867	174	27,890
6. Subject Specialist	845	23,768	521	23,380	257	24,285
7. Functional Specialist	334	24,779	168	24,266	131	24,869
8. Dept. Head:Reference	133	27,968	66	27,747	50	27,199
9. Cataloging	138	27,934	65	28,101	61	27,215
10. Acquisition	101	26,571	55	26,874	34	25,325
11. Serials	74	25,956	39	26,635	30	25,110
12. Doc./Maps	114	25,481	66	25,735	33	23,739
13. Circulation	93	24,432	50	24,273	31	23,502
14. Spec.Cltn.	103	29,668	56	29,657	36	29,222
15. Other	740	26,724	410	26,199	264	26,964
16. Other:Over 15 yrs. exper.	891	25,460	547	25,452	258	24,646
17. 10 - 15 yrs. exper.	676	22,770	389	22,579	207	22,251
18. 5 - 10 yrs. exper.	786	20,348	436	19,952	264	20,360
19. Under 5 yrs. exper.	769	17,148	432	16,938	260	17,120

[1]Excludes Chicago
[2]Includes 11 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 17.
( ) Number of ARL libraries included

TABLE 16: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1983

POSITION	Staff Over 125 (9)		Staff 75-125 (23)		Staff 50-74 (35)[1]		Staff 1-49 (33)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	5	$ 62,040	17	$ 61,971	32	$ 53,668	27	$ 51,461
2. Associate Director	19	45,027	34	44,836	50	36,304	27	36,372
3. Assistant Director	25	41,941	58	37,748	93	33,549	47	34,463
4. Medical/Law Head	15	50,844	30	45,205	35	44,764	11	36,528
5. Branch Head	128	29,154	218	26,631	148	25,674	81	25,440
6. Subject Specialist	165	26,645	268	24,221	274	22,308	139	22,374
7. Functional Specialist	60	27,237	93	24,922	113	23,321	66	24,875
8. Dept. Head:Reference	15	29,758	39	29,232	51	26,482	28	27,957
9. Cataloging	23	30,241	35	28,109	49	26,910	31	27,645
10. Acquisition	14	26,789	25	27,903	36	25,348	24	26,733
11. Serials	9	30,838	20	26,171	28	24,937	17	24,798
12. Doc./Maps	15	31,017	29	24,803	42	24,894	28	24,100
13. Circulation	10	25,555	25	26,388	35	23,582	23	23,638
14. Spec.Cltn.	14	30,689	24	32,327	42	28,612	22	27,679
15. Other	147	29,671	240	27,394	252	25,133	104	24,684
16. Other:Over 15 yrs. exper.	230	27,848	253	24,977	274	24,803	138	23,644
17. 10 - 15 yrs. exper.	150	23,366	192	23,142	239	22,372	95	22,082
18. 5 - 10 yrs. exper.	166	21,099	247	20,713	254	19,656	118	20,038
19. Under 5 yrs. exper.	156	17,624	221	17,760	229	16,678	162	16,525

[1]Excludes Chicago
( ) Number of ARL libraries included

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1983

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (14)[1]	West N.Central (7)	South Atlantic (14)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(11)
1. Director	$ 56,270	$ 60,348	$ 56,708	$ 58,948	$ 53,596	$ 47,800	$ 52,743	$ 55,217	$ 54,765	$ 52,785
2. Associate Director	39,952	43,911	37,465	37,573	38,146	33,096	41,617	37,254	45,902	41,243
3. Assistant Director	36,470	38,154	35,424	33,652	32,563	27,547	34,876	34,274	38,370	39,417
4. Medical/Law Head	48,488	50,167	42,962	46,852	50,627	42,970	*	*	45,043	35,912
5. Branch Head	28,640	27,849	25,505	23,556	25,294	23,445	22,747	23,920	29,750	30,070
6. Subject Specialist	25,368	24,656	22,878	22,582	20,643	19,087	20,410	23,232	28,944	24,747
7. Functional Specialist	24,394	25,165	23,193	26,283	23,359	21,262	22,532	25,377	27,073	27,176
8. Dept. Head:Reference	27,826	27,903	24,908	26,832	27,131	27,040	30,324	25,310	30,888	31,090
9. Cataloging	28,692	26,234	26,163	25,355	26,962	24,612	29,495	27,481	32,510	30,690
10. Acquisition	26,689	24,513	24,114	27,656	25,898	*	26,769	26,384	31,443	28,764
11. Serials	24,933	25,047	26,380	24,137	26,382	*	26,321	26,014	29,656	25,742
12. Doc./Maps	26,373	23,404	23,749	23,224	22,313	*	25,802	25,345	31,668	28,797
13. Circulation	23,484	23,990	24,502	24,057	23,029	22,028	24,336	22,621	26,483	28,506
14. Spec.Clltn.	32,519	29,979	26,399	29,447	28,582	28,020	27,849	26,632	32,078	30,330
15. Other	27,374	26,627	25,138	24,246	25,277	22,257	26,455	23,683	30,119	28,492
16. Other:Over 15 yrs. exper.	23,910	24,785	23,432	22,644	23,100	22,167	23,778	24,377	29,695	27,894
17. 10 - 15 yrs. exper.	22,398	22,265	21,072	22,043	21,500	19,829	23,411	21,541	25,550	25,048
18. 5 - 10 yrs. exper.	20,647	19,935	18,607	19,789	18,435	17,576	21,862	10,015	22,329	22,374
19. Under 5 yrs. exper.	17,433	16,969	16,316	16,472	16,153	15,848	17,233	17,271	19,641	18,545

[1]Excludes Chicago
( ) Number of ARL libraries included
* Salary information is not published when fewer than 4 individuals are involved.

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wisc.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(14)	Duke; Emory; Florida; Fla. State; Georgia; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(11)	Alberta; British Columbia; Guelph; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Western Ontario; York	Alberta, British Columbia, Manitoba, Ontario, Quebec, Saskatchewan

( ) Number of ARL libraries included.

FOOTNOTES

Institution	Notes
ALABAMA	Includes College of Community Health Sciences in Tuscaloosa; excludes the Medical School in Birmingham. Salaries effective August 16, 1982.
ALBERTA	Excludes Extension Faculty, Boreal Institute, and Faculte St. Jean libraries.
ARIZONA STATE	In general, reference and science reference librarians are also subject specialists.
BOSTON UNIVERSITY	Includes Theology Library.
BRIGHAM YOUNG	Salaries effective September 1, 1982.
BRITISH COLUMBIA	1982-83 salaries not yet negotiated.
BROWN	Includes the John Carter Brown Library for the first time this year.
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library at Berkeley, including the Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation Engineering Library, Water Resources Archives, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Library, Chicano Studies Library, and the Law Library.
CASE WESTERN RESERVE	Law Library not included this year.
CINCINNATI	Includes Raymond Walters and Clermont Technical College branch libraries.
COLORADO	Excludes the Head of the Law Library who is paid by the Law School.
COLUMBIA	Includes Morningside Heights campus and Medical Center.
CORNELL	Includes Geneva Experiment Station.

Institution	Notes
DUKE	Excludes Heads of Medicine and Law.
EMORY	Salaries effective September 1, 1982.
FLORIDA STATE	Excludes Development Research School. Salaries effective September 1, 1982.
GEORGETOWN	Excludes Center for Population Research Library.
HAWAII	Excludes departmental collections not under the jurisdiction of University of Hawaii Library: Hawaii Institute of Geophysics, Industrial Relations Center, and Public Health Reading Room. Excludes 8.66 FTE librarians assigned to the University Library funded by non-library accounts.
HOUSTON	Excludes Clear Lake, Victoria, and Downtown campuses. Salaries effective September 1, 1982.
ILLINOIS	Excludes Health Sciences Library in Chicago.
INDIANA	Includes regional campuses and extra-systems libraries.
JOHNS HOPKINS	Excludes Welch Medical Library, School of Advanced International Studies, School of Hygiene and Public Health, and Applied Physics Laboratory.
KENTUCKY	Excludes community colleges.
LOUISIANA STATE	Excludes LSU branch campuses at Alexandria, Eunice, and Shreveport; University of New Orleans; and Medical Center in New Orleans.
MANITOBA	Salaries include a 1% increment that will be awarded retroactively on January 1, 1983.
MICHIGAN	Excludes Business Administration Library, Michigan Historical Collections, William L. Clements Library, and several smaller libraries which are not part of the main library system. A future salary increase will be made retroactive to Setember 1, 1982.
NATIONAL AGRIC. LIBRARY	No longer includes a Law Library.

Institution	Notes
NEBRASKA	Law Library salaries no longer included.
NEW MEXICO	Excludes Gallup, Belen, and Los Alamos branch libraries.
NEW YORK PUBLIC	Includes titles other than Librarian, such as: Library Technical Assistant, Library Administrative Assistant and Associate, and Specialist.
NEW YORK UNIVERSITY	Salaries effective September 1, 1982.
NORTH CAROLINA	Excludes Institute of Government Library.
NORTHWESTERN	Includes Dental Library.
OHIO STATE	Includes libraries of the regional campuses and the Agricultural Technical Institute.
OKLAHOMA STATE	Excludes Technical Institute and School of Technical Training.
PRINCETON	Includes Forrestal campus.
PURDUE	Excludes North Central, Calumet, and Ft. Wayne campuses.
QUEEN'S	Excludes Industrial Relations Centre Library.
ROCHESTER	Includes Sibley Music Library.
RUTGERS	Excludes Institute for Management and Industrial Relations, Urban Studies Library, and Alcohol Studies Library. Also excludes Camden and Newark Law Libraries.
SMITHSONIAN	Excludes National Museum of American Art/National Portrait Gallery Library, Hirshhorn Museum Library, Freer Gallery Library, and Woodrow Wilson International Center for Scholars Library.
SOUTHERN CALIFORNIA	Excludes Andrus Gerontology Center Library, Hancock Library of Biology and Oceanography, and the Safety and Systems Management Library. Also excludes the Assistant University Librarian.

Institution	Notes
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies; Papers of Ulysses S. Grant; Instructional Development, Research and Evaluation Faculty of the Learning Resources Service; and School of Medicine Library (Springfield). Includes Library Affairs—Administration, Library Services, Library Reference Project, Special Collections, Learning Resources Service (Director and Assistant Director for Media Services only); and also the School of Law Library.
STANFORD	Excludes salary of the Director of the Law Library. Salaries effective September 1, 1982.
SUNY - BUFFALO	Excludes Directors of Law and Music Libraries.
SYRACUSE	Excludes Utica College and Head Law Librarian.
TEXAS	Excludes Humanities Research Center. Includes the General Libraries only. Salaries effective September 1, 1982.
TEXAS A & M	Salaries effective September 1, 1982. The work year for professionals, with the exception of a few administrative positions, is 10 1/2-months. Twelve-month equivalent salaries have been calculated from the 10 1/2-month salaries actually paid.
TORONTO	Excludes Architecture, Audio-Visual, Dentistry, Education, Fine Arts, Industrial Relations, Law, Management Studies, Music, and Physics.
TULANE	Excludes Business Library and Delta Regional Primate Center.
WASHINGTON	Salaries effective January 1, 1983.
WISCONSIN	Salaries effective October 1, 1982.